



**edsa**

European Dental  
Students' Association

# CODE OF CONDUCT

European Dental Students' Association

2023

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## INTRODUCTION

This document outlines the desired standards of conduct for every person that is attending an activity of the European Dental Students' Association (hereinafter referred to as "EDSA") and/or that is representing EDSA externally. This document is hereinafter referred to as the "Code of Conduct".

Keeping the Mission, Vision and Values of EDSA in mind, EDSA encourages the full participation of everyone and ensures respect and dignity to every person that is involved, any individual participating offline or online, as well as individuals representing EDSA externally. There is no room in EDSA for discrimination, sexual or emotional harassment, humiliation, exclusion or any kind of violence.

If you have questions about our Code of Conduct or if you have something to discuss or to report, please contact one of the EDSA officials (being the supervisory board and the EDSA board) via [board@edsaweb.org](mailto:board@edsaweb.org).

If you want to discuss something more private or anonymous, please contact via [vpinternal@edsaweb.org](mailto:vpinternal@edsaweb.org) or [supco@edsaweb.org](mailto:supco@edsaweb.org).

## PART I: GENERAL

### I.1. Context and Scope

The values of EDSA in which this Code of Conduct is operating, are preserved in the European Convention on Human Rights. This Code of Conduct applies to and is accepted by every individual participating in any offline or online activity of EDSA or representing EDSA externally.

### I.2. Aims and Objectives

The aims of this Code of Conduct are to ensure and promote a safe and inclusive environment based on the values of equality and mutual respect, as well as to encourage full participation for everyone in all entities, activities and bodies of EDSA.

### I.3. Legal status

This Code of Conduct shall secure an open and inclusive environment in EDSA. It shall stand as an encouragement and must not interfere with any legal rights of the people involved.

This Code of Conduct is not legal or prescriptive in nature. It is supplementary to the application of other relevant policies and regulations of EDSA.

## **PART II: MORAL PRINCIPLES**

### **II.1. Misconduct**

#### **II.1.a Prohibited conduct**

In order to create and promote a positive, inclusive and accessible environment in EDSA, it is important that everybody feels safe, accepted and respected. This means that individuals should not discriminate others, (sexually) harass others or show otherwise undesired conduct. The following sections define discrimination, harassment and sexual harassment.

#### **Discrimination**

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, sex, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or another status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority. Based on the EDSA Mission, EDSA rejects any kind of discriminating conduct arising from but not limited to the following:

- age
- being pregnant or having a child
- citizenship
- disabilities or impairments of any kind
- education level or professional background
- experience and/or position in EDSA
- ethics and values
- ethnic or national origin
- gender, including sex, sexual orientation or gender identity
- language, literacy and language skills
- lifestyle choices
- physical appearance
- political opinions or convictions
- relationship status
- religion, belief or non-belief

- socio-economic background.

## Harassment

Harassment is any improper and/or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive environment.

## Sexual Harassment

Sexual harassment is any behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another including but not limited to any: unwelcome sexual advance, request for a sexual favour, verbal or physical conduct or gesture of a sexual nature. Sexual harassment can take the form of a pattern or a single incident. Sexual harassment may occur between persons of the opposite or the same sex. Both males and females can either be the victims or the offenders.

Based on the EDSA Mission, EDSA rejects any kind of harassment, including but not limited to bullying, degradation, (non-)verbal or (non-)physical humiliation, intimidation or similar disrespectful actions.

## II.2. Preferred behaviour

It is expected from every individual participating in any offline or online activity of EDSA to create and promote a positive, inclusive and accessible environment. This includes, but is not limited to the following:

- be on time to (offline or online) events being held or report your delay or absence in time
- follow the instructions, as far as reasonably possible, of the Local Organising Committee (LOC) and EDSA officials
- do not cause any unnecessary disruptions during the event
- do not act in a way that may harm the reputation of the EDSA, the hosting member organisation, or any other organisation involved
- do not act in a way that may cause damage to the venue and clean up after yourself
- do not post public videos, pictures or statements on social media, to a reasonable extent, that could seriously and disproportionately damage the reputation of EDSA, any of its members or associated organisations. Additionally, the prior consent of all parties concerned must be obtained before posting anything on social media

- smoking/drinking alcoholic beverages are forbidden during formal EDSA meetings, however, there will be designated smoking areas for use in breaks
- consumption of alcohol in the evening programs or after the formal meetings should be done so in moderation and should not affect the involvement of the participant in any event
- adhere to the local laws in general and, more specifically, with regard to illegal substances.

### **II.3. Personal Responsibility**

Everyone is encouraged to reflect on their social interactions, to communicate openly, to question the behaviour and well-being of themselves and others. We rely on your own personal responsibility. The hosting association, EDSA and its officials or any partner of EDSA cannot be held responsible in case of a violation of the Code of Conduct.

## **PART III: COMPLAINTS AND VIOLATION**

### **III.1. Complaints**

If a member or participant feels that something is not right, because someone has seen or heard of an act that may be in violation of this Code of Conduct, or if a member or participant feels that they have been harassed, discriminated against or otherwise experienced undesired behaviour, they may make their concerns, feelings and the offending behaviour known to the EDSA officials (being the supervisory board and the EDSA board) and/or the organisers of the conference, event or other activity. Complaints may also be made anonymously or without identifying an individual or group.

Complaints have to address to anyone on the board that is then sent to a member of the EDSA board designated by the president or SupBo that investigate the situation.

If it concerns any member of EDSA officials, then they won't take part in the investigation.

An external member could be designated by the president to help in the investigation and advise the board.

## III.2 Appropriate action

In case of a violation of this Code of Conduct, the EDSA officials may take appropriate actions in accordance with its applicable policies, regulations and rules. These actions have no binding effect and are only intended to solve a case between parties in an appropriate, honest and friendly way. Everyone involved is encouraged to engage in a dialogue and reach a common understanding. In other, more severe or repeated cases, this will be the opportunity to investigate a situation where the conduct was inappropriate/prohibited or to proceed with removal from the event, please see III.3.

## III.3 Policy in severe or repeated cases

### III.3.a Severe or repeated cases

Severe or repeated cases of violation of the values in this Code of Conduct must be reported to the EDSA Officials using the e-mail address [vpinternal@edsaweb.org](mailto:vpinternal@edsaweb.org) or [president@edsaweb.org](mailto:president@edsaweb.org) or [supco@edsaweb.org](mailto:supco@edsaweb.org). Violations do not impose anything on the EDSA. EDSA Officials shall act in good conscience and may make decisions that, in their opinion, will do justice to the violation. In severe or repeated cases, there are, for example, opportunities to investigate certain prohibited conduct or to proceed with removal from the event. In addition, the EDSA Board may be authorised in some cases to consider and implement the exclusion of the individual from EDSA, please see III.4.

### III.3.b Physical harassment

In the case of violent, discriminatory or harassing behaviour of a physical nature at congresses, events or any other activities, the local organising committee is required to:

- ensure that everyone is safe at all times
- contact the police if necessary and in accordance with the laws of the respective country
- consider suspension from the congress, event or other activity.

## III.4 Suspension or removal

With regards to Article 10.7 of the EDSA Constitution, bringing the EDSA into disrepute, and potentially criminal behaviour can be grounds for suspension or removal from a member or participation. The supervisory board has the power to investigate any issue described in Article 12.1 of the Constitution.

### III.5 Privacy

Those affected (directly or indirectly) may be informed of severe cases of violation of the values in this Code of Conduct, while strictly maintaining the anonymity of the people involved. Any detailed information should only be given to people involved in the mediation process.

For more information on our data processing, we refer to our privacy policy.

I have read the Code of Conduct and agree with its conditions.

***Version Control***

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